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Chairman and Members of the
Human Resources Committee

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Date: 15 October 2014

cc. All other recipients of the Human
Resources Committee agenda

Dear Councillor

HUMAN RESOURCES COMMITTEE - 22 OCTOBER 2014

Please find attached the following information which has been requested by
the Chairman.

7. Human Resources Management Statistics - Quarterly Report ERP C
(PDR Statistics) (Pages 3 - 4)

Please bring these papers with you to the meeting next Wednesday

Yours faithfully

Lorraine Blackburn

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MEETING : HUMAN RESOURCES COMMITTEE
VENUE : COUNCIL CHAMBER, WALLFIELDS, HERTFORD
DATE : WEDNESDAY 22 OCTOBER 2014
TIME : 3.00 PM

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Agenda Item 7

Essential Reference Paper C

- 1.0 The PDR statistics for June/July 14/15 show 89.82% (300/334) of staff have had their full PDR review in 2013/14; 80% (258/324) of staff had their 2014/15 mid-year performance reviews completed and 96% (310/324) objectives have been set for 2014/15.
- 1.1 If we break down the data by directorate, it can be noted that all three directorates have outstanding reviews and objectives to be completed.

Directorate	2013/14 Full year Review completed	2014/15 Mid year Review completed	2014/15 Objectives completed
Customer & Community Services	96.63% (86/89)	78% (69/88)	95% (84/88)
Finance and Support Services	97.78% (132/135)	99% (133/135)	99% (134/135)
Neighbourhood Services	73.08% (76/104)	52% (49/94)	90% (85/94)
Executive	100% (6/6)	100% (7/7)	100% (7/7)

- 1.2 If we break down the data by service.

Service	2013/14 Full year Review completed	2014/15 Mid year Review completed	2014/15 Objectives completed
Finance and Support Services SMG	100%	100%	75% (3/4)
Corporate Risk	100%	80% (4/5)	100%
Financial Services and Performance	100%	91% (10/11)	100%
People and Property Services	100%	100%	100%
Revenue and Benefits Shared Service	100%	100%	100%
Democratic and Legal Services	81.25% (13/16)	100%	100%

Neighbourhood services SMG	66.67% (2/3)	100%	100%
Housing Services	100%	58% (7/12)	100%
Planning and Building Control	52.83% (28/53)	31% (15/48)	69% (37/53)
Community Safety and Health Services	94.59% (35/37)	77% (24/31)	90% (28/31)
Executive	83.33% (5/6)	100%	100%
Customer and Community Services SMG	100%	75% (3/4)	100%
Customer Services & Parking	90.91% (30/33)	79% (26/33)	88% (29/33)
Communications, Engagement and Cultural Services	100%	100%	100%
Economic Development	100%	100%	100%
Environmental Services	100%	63% (19/30)	100%